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28th

ANNUAL REPORT

of

The New Jersey Urban League, Inc.

Newark Branch

58 West Market Street, Newark 3, N. J.

An Interracial Agency for Social Work Among Negroes

1944

14

"Not Alms But Opportunity"

An Affiliate of the
National Urban League
1133 Broadway, New York City

Member of the
Welfare Federation of Newark
Chamber of Commerce Bldg., Newark, N. J.

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Year 1945-46

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The Proposed Boulevard Homes of the Newark Housing Authority, from Architect's Drawings

Courtesy N.H.A.

PRESIDENT'S MESSAGE

Friends of the Urban League:

It is a great pleasure to greet again the members and friends of the New Jersey Urban League as we mark the end of another year of activity. These Annual meetings have come to be recognized as a time not only to render an accounting of our stewardship to the community at large which supports the work of the League, but also to re-state our purpose and to enlist the moral as well as material support of an ever widening circle of friends and well-wishers.

We have endured four wartime years - - almost six years under war conditions. These years have placed unusually heavy burdens upon all welfare organizations, but upon none more than ours where the issues involved in the World conflict are so intertwined with those here at home, out of which come many of the social ills we seek to remedy, and the personal suffering we strive to relieve.

The task of the Urban League during these times, nationally and locally, in no small measure has been to convince those it serves directly that, despite the duplication here of the denials of democratic rights and freedom observed in enemy countries, the unfulfilled promises of America are yet worthy of the utmost devotion and sacrifice of those who have suffered most during the long years of unfulfillment. The Negro citizens of America have responded to that appeal. They have shown their faith in the ultimate realization of the dream of democracy that is the soul of America. They have worked in the fields and the factories wherever opportunity has permitted or duty has called. Despite much that might have embittered a less loyal people, or discouraged their leaders had they not been far-seeing, their sons and daughters are serving in every branch of the National services.

We now are able to discern victory in the War. The end is in sight. The hope is that many of the lessons learned in the midst of a common struggle, breaking down as it did in many instances the barriers between those of differing races and religions, will be applied in the post-war years. The present widespread move to enact legislation against discrimination in employment and otherwise is gratifying evidence of an awakening national conscience in this matter.

The task of the Urban League in the years immediately ahead is twofold: first to serve as a symbol of that awakened conscience as it administers to those who have been bruised in body and in spirit: and secondly, to be the guardian of the gains that have been made in recent years toward removing the barriers to employment and full participation in all aspects of the life of the community.

We urge your support of the Urban League as it moves toward the performance of those tasks.

L. HAMILTON GARNER
President

REPORT OF THE NEW JERSEY URBAN LEAGUE FOR THE YEAR 1944

To be a Negro in a day like this
Demands forgiveness. Bruised with blow on blow,
Betrayed, like him whose woe-dimmed eyes gave bliss,
Still must one succor those who brought one low,
To be a Negro in a day like this.

To be a Negro in a day like this
Demands rare patience - patience that can wait
In utter darkness. 'Tis the path to miss,
And knock, unheeded, at an iron gate,
To be a Negro in a day like this.

To be a Negro in a day like this
Demands strange loyalty. We serve a flag
Which is to us white freedom's emphasis,
Ah! one must love when truth and justice lag,
To be a Negro in a day like this.

From "AT THE CLOSED GATES OF JUSTICE"
By James David Corrothers

The Negro poet who composed these lines has presented with clarity and compassion that spirit which pervades that dark, withdrawn segment of American life known as "the Negro community." A fierce pride in unsullied and unquestioned loyalty to America is mingled with burning resentment against the forces which exploit that loyalty and give in return insult, rebuff and second-class citizenship. It is the expressions of these mingled emotions, finding release from many untutored minds, which in turn arouse fear and resentment in a white world which as yet has been unwilling to concede that the much-heralded "race problem" is no more than a human-relations problem receiving inadequate attention and improper treatment.

As these lines are being written, it appears that the "supermen" of Central Europe are less certain of their omnipotence and the "supermen" of the Orient are inviting extermination in preference to subjugation. In bursting the bubble of the "racial superiority" myth, nearly a million black boys are undergoing every soul-shaking experience that comes to men-at-arms in modern warfare. Their loved ones at home are called upon to share every responsibility and restriction imposed upon the people of a nation at war. This is as it should be.

These same boys, however, have had to run the gauntlet of Jim Crow regulations; submit to the most humiliating of experiences; or receive unusually harsh punishment, even unto death, for daring to question the omniscience of the American species of "supermen" who determine the Negro's destiny. Their loved ones at home continue to face discrimination in recreation, in the use of publicly-supported facilities and institutions, in citizenship, in housing and in employment. Their leadership who would echo their complaints and interpret the causes for their

Translation Unit, Office of Dependency Benefits, War Department
Unit staff is capable of interpreting over fifty different languages
Courtesy of War Dept., O.D.B.

resentment, are labelled "radicals"; for who else could have the temerity to raise such issues in a dominated society!

This is the atmosphere in which the Urban League must perform its task. In the efforts of its staff to sense the trends, to read the danger signals, and to re-interpret Democracy to a grudging majority and a cynical minority, the organization essays one of the most difficult roles in American community life. To mobilize the specialized skills, accommodate them to the restrictions of too meager budget, hold firmly to basic principles, and retain a spirit of objectivity in promotion of its work, is the severest test of the integrity and sincerity of purpose of the organization, its board and staff.

Within the months to come, that integrity and sincerity will face tremendous challenges. Will post-war economic recession be accompanied by a wave of reaction? Will race-baiting descend to the depths of other years because of job competition and general disillusionment? Will the flag-wavers of today's patriotic expression, unfurl the banners of bigotry and intolerance at the war's end? Will black boys, whose blood has darkened the soil of Europe, Africa and the South Sea isles, be "put in their place" after the grateful acclaim of the multitude has subsided? The conscience and the future peace of America depend upon the answers to these questions. The Urban League is attempting to aid in the shaping of those answers, but its efforts may be "too little and too late" unless the complacency or indifference of the larger community is shaken into more forthright and clear-sighted action than is presently apparent.

ADMINISTRATION

Staff

In common with most social service agencies, manpower problems have wrought great havoc on the work of the League during 1944. Although the staff has never numbered more than seven persons, including maintenance workers, down through the years, twelve regular staff members have been listed during the year. Two entered the services of their country, two accepted more attractive positions and one retired to domestic life. In the meantime, two attractive positions offered to the executive were declined. These losses included, and were compensated for by seven new staff members added during the year. This turnover, plus separation of a sixth staff member early in 1945 leaves the executive as the only acclimated worker in the field and has imposed tremendous problems of training, organization and supervision without materially curtailing the organization's functions.

In spite of this turnover, the Neighborhood, Industrial and Executive departments which represent the League's present structure, are functioning smoothly and effectively.

Executive Board

Choice of Board members for an Urban League represents a screening process even more exacting than social agencies usually apply. In addition to being socially-minded citizens of such caliber that, of consequence, makes them busy people, they must have an interest in the problem of race relations, retain reasonable objectivity in approaching the problem, and possess moral courage of a quality that will brook no question of motive or criticism of interest.

Thirty-nine such people, Negro and White, Jew and Christian, Catholic and Protestant, consequently form a group which is the epitome of Democracy in action. Ten official board meetings were held, attended by a minimum of nine and a maximum of sixteen members, for a yearly average of twelve. In addition, the Trustees and five sub-committees assembled for a total of thirteen meetings during the year. Thus, the work and plans of the staff have been aided by and kept under constant supervision of the governing body.

PUBLIC RELATIONS AND CIVIC ACTIVITIES

Racial antipathies persist in a democratic society in exact proportion to the degree of group separation that can be maintained in that society. Separation prevents acquaintance through which knowledge, understanding and appreciation may be acquired. Separation breeds suspicion which grows out of misinformation and fearful or guilty speculation. Separation - or segregation - has been the effective technique employed by men of all ages who could profit by the suspicions and fears engendered by its use. One of the clearest lessons taught by history, the root of America's race problem nevertheless is watered and nurtured by many well-meaning, thoughtless persons whose vision has been beclouded by the emotional exhortations of exploiters.

Through many direct and indirect methods, the League continues to conduct an educational program whose purpose it is to expose the

fallacies inherent in a bi-racial philosophy. Through community organization and interracial action; through interpretations to the several elements in the community; through representation of minority group interests in civic affairs, the League staff by precept and example is attempting to keep bright the ofttimes tarnished shield of Democracy.

During 1944, the executive has served on thirteen civic bodies, as committee member, trustee, executive board member or officer. Six of these were specifically set-up as interracial organizations; seven were community-wide in nature, with the League supplying representation for Negro minority interests.

Addresses were delivered to an aggregate audience of nearly 14,000 people in eighty-one separate engagements during the year. Seventeen of these were in white, Protestant church groups; eighteen were teachers and student groups and assemblies in public schools and four were lectures before college classes and assemblies. These engagements were met in twenty New Jersey communities, in New York, Chicago, Cleveland and Boston. The two last mentioned engagements required delivery of papers on "Techniques in Achieving Interracial Cooperation" before the National Conference of Social Work and the Massachusetts Conference of Social Work. These papers appear in the 1944 National conference proceedings and in the January ('45) number of the Harvard Educational Review. The Chicago engagement presented the N. J. Urban League executive as the annual meeting speaker for the Chicago

An Office of Dependency Benefits Production Line
Courtesy of War Dept., O.D.B.

Urban League. Eight service clubs including Rotary, Kiwanis, Lions and Optimists, and six Jewish societies were addressed, in addition to which the executive participated in two radio forum discussions during 1944.

Interracial Activities

The work of several interracial organizations mentioned in detail in our report for 1943, has continued to grow in effectiveness during the past year. In 1944, the efforts of the Intercultural Education Council encouraged the Superintendent of Schools in his promotion of three institutes for public school teachers, one for secondary school teachers and two for those in elementary schools. Dr. Otto Klineberg and other outstanding scientists discussed the fallacies of "race," and small discussion groups pursued the subject further in application to class room minority group problems. A further development in creating awareness of public school responsibilities in this conflict area, has been the appointment of a strong committee of teachers and principles which has embarked upon a long-term study of curricula and teaching practices in Newark schools.

Direct and indirect results of efforts of the Interracial Council have been the appointment of a Negro student in one nurse-training school in Newark, and the assignment of Negro staff nurses in two other local hospitals. This group has continued its effective work in Red Cross fund solicitation accompanied by printed petitions protesting the segregated blood-bank policy.

These organizations, with ten other groups interested in particular phases of interracial, intercultural and inter-faith relationships, have coordinated their activities through the medium of a clearing-house body proposed by the League executive. Composed of two elected delegates from each member organization, this Council for Intergroup Action prevents overlapping or competition and provides the means by which coordination, cooperation and mobilization of liberal opinion may be achieved. In two community-wide efforts, its effectiveness in coordination has been demonstrated, the first being the Unity Week program initiated by the Jewish Community Relations Committee, and the second being the Racial Clinic promoted by the Essex County Council of Churches.

The League's first annual award to the organization "making the greatest contribution toward attaining American unity and furthering Inter-racial relationships" was presented to the Newark Y.W.C.A. for the noteworthy development of a program of integration during 1943. The award, donated by the Newark Teachers' Association, was presented at the League's annual dinner, in the presence of Mrs. Eleanor Roosevelt, the guest speaker, and well over nine hundred guests. The Y was selected for this honor by the committee of Judges, from among six contesting organizations.

Civic Activities

Under this broad title can be listed only a part of the League's routine approach to the solution of persistent problems. One such problem is that represented in the operation of the Fresh Air Fund summer camp for under-privileged children. The fund is raised by the Newark Evening News through popular subscriptions, but is administered by

persons identified with a Newark social agency These administrators persistently bar Negro children from the general camp program and year by year set up arbitrary limits and means of Negro participation To challenge this practice, a group of Negro agency workers including the League executive met with one of the administrators and with the director of the Welfare Council The intent to persist in this pernicious, Jim-Crow policy was expressed quite clearly.

In the Boy Scout organization however a more healthy outlook prevails Embarking upon a program of extension the Scout Council has drawn several Negro laymen into the organization: the League executive has been elected to the Council, and the screening of several candidates referred by the League for a salaried executive position is proceeding into the new year.

Paul Parker Photo

So much of love I need
And tender passioned care,
Of human fault and greed
To make me unaware
From S M
By Charles Bertram Johnson

As a member of the Health subcommittee of the N. J. Welfare Council, the executive registered a complaint against the almost universal practice of releasing health and mortality statistics on the basis of racial comparisons. The committee recognized the fallacy of emphasizing race, rather than economic status, as representing the story behind morbidity tables and was able to prevail upon the state Department of Health to employ such statistics for scientific purposes only, and to refrain from publicizing racial differentials. Similar commitment had been secured previously from the Newark Health Officer by the League executive. By these actions a seemingly insignificant change has been affected, but a change which will remove a potent source of fallacious, unscientific generalizations by which racial discrimination is justified

Similarly representations were made to officials of the Public Library concerning the effect upon the minds and emotional lives of Negro and white children exerted by certain types of books in general use On the basis of interpretations given a thorough review of childrens' literature was made, and twenty six racially-biased titles were removed from the juvenile collection by the cooperative educational director.

The League executive was one of a group of social work executives and laymen who were concerned with changes being affected in the judgeship of the Juvenile Court To minimize the dangers that political selection would create for this important community agency, this com-

Can Society expect children to overcome the handicaps of poor housing?
Courtesy of Newark Housing Authority

mittee, in meetings held throughout the year, appraised each of many candidates for the position on the basis of carefully considered criteria. These findings were presented to Governor Edge and other responsible officials as a guide to selection of the persons best equipped in background, minority group attitudes and sympathetic understanding.

The League has cooperated closely with the several agencies connected with the war effort. The executive has conferred with Federal Security agency representatives in regard to leisure time programs of war workers, with O.P.A. on rentals and evictions, with the War Housing center on reconversions, and with the Health Department's Committee on Venereal Disease control.

Housing

In the League report for 1943 appeared mention of a survey of in-migration conducted by the Newark Housing Authority as an outgrowth of the Urban League's attempt to secure housing allocations for the Newark area and its seriously affected Negro population. The announcement that this survey had resulted in allocation of funds for a War-housing development in the "Ironbound" section of Newark, primarily for Negro occupancy, resulted in a strongly organized opposition to the project. The executive mobilized liberal forces in the community, cooperated closely with Housing officials, and exposed the underlying racial motive behind the opposition. The ostensible motive for opposition to the project was concern for the health and safety of prospective tenants - and these arguments were presented with straight face, by people who have lived for years in the same area!

Following indignation meetings held by the opposition (attended by our observers), general skirmishing for position, and a series of hearings before the Planning Board, Zoning Board and City Commission, the project plan was approved. As the year closed, the originally planned row-housing development of 150 units was changed to a 275-

and fireproof apartment type projects and plans for their erection are proceeding.

General dissatisfaction with the racial occupancy restrictions which characterized the NHA Reconversion program brought into focus a house whose owner had benefitted by this plan. Located in the heart of the Negro neighborhood and in a city block whose occupancy was at least 60% Negro, seventeen apartments had remained vacant for months rather than be opened to the many Negro war workers needing such facilities. Failing in efforts to secure action from local officials, the League executive appealed to Regional officials in New York. Shortly thereafter Negro applicants were recalled and seventeen families were selected and housed in the thoroughly modern, clean and accessible apartments.

The rest of the story of housing in 1944 is not as encouraging as that recorded above. Three grave situations are developing as part of an insidious campaign to restrict Negroes in their quest for decent housing. First, there has been a sharp upturn in the incidence of evictions. On the slightest pretext Negro tenants are being dispossessed to permit cheap and hasty repair and or decoration, this serving the landlord as justification for upward adjustment of rents. In several instances, tenants displaced temporarily by fires have found their apartments repaired and re-rented to other families at higher rates. Every case brought to the League's attention has been reported to O.P.A. and other responsible agencies. In some, adjustments have been made, eviction set aside, rents reduced, etc. In others, no satisfaction could be secured because of technical or other difficulties.

The second trend is the increasing number of 'white only' signs or policies associated with the few and frequently inferior housing vacancies to be found. A resentment that has been directed at those responsible for this practice, is reaching a dangerous stage as housing needs become more intense and as Negro war veterans return to family and civilian life.

A young plant, well nurtured, will bring forth good fruit.

Courtesy of Newark Housing Authority

The third situation is one that feeds upon the two already mentioned. With little or no opportunity to rent decent facilities with a more intense need for shelter due to condemnations, obsolescence and in migration, and with the unprecedented incomes now available to Negro workers, certain real estate operators are capitalizing upon the misfortune of these people. Old deteriorated structures, most of them in need of major repairs, are being sold to Negro purchasers who accept this course as the only means of finding shelter. What such purchases will mean to the new owners five years hence in terms of complete obsolescence, condemnation and loss of investment and city tax return, is of little concern to these sharp operators, and of even less significance to the harassed and desperate buyers.

One specific case recited below gives indication of the serious implications involved in some of the "eviction" cases mentioned.

> The Smith family has occupied its seven room apartment for ten years, paying $25 a month for the cold water flat, sans heat or private bath. The eldest son and head of the family was inducted into the Army, leaving mother and five younger brothers and sisters to carry on. In the late Fall a fire occurred damaging several rooms and furnishings and requiring the family to divide and move in with several friends, at the order of Fire Department officials. With their furniture still on the premises, repairs were made by the landlord who then informed dispossessed family that apartment had been rented to others. Meantime, the soldier son had received a medical discharge, had returned to this disorganized situation and came to the Urban League in high indignation. The League cleared with the Fire Department on the nature of its order, reviewed the case with O.P.A. as to disposition of the family's possessions, and referred claimant to the Legal Aid Society for action which reestablished the family's prior claim to the apartment.

Industrial Relations

Early in 1944 the League's third Industrial Secretary in a two-year span was inducted into the Army. Not until April 1st was replacement made. A brief period of internship in the New York and Brooklyn Urban League industrial departments provided orientation for the new worker, a product of Morehouse College, Yale University and New York School of Social Work.

Industrial department emphasis had changed due to the influence of the President's Committee on Fair Employment Practices. Instead of the frequently futile round of calls intended to break down employer hesitance or resistance to the employment of Negro workers, the task became one of counselling employers on the just and efficient disposition of those workers and techniques for promoting harmonious relations within the plants. Such service demanded close coordination with Labor organizations, the United States Employment Service, the War Manpower Commission, the F.E.P.C. Regional office and other agencies involved in any phase of labor-management relationships.

The current and more seriously impending problem of the Negro War veteran is receiving the study and attention of the Industrial secretary, who in the almost complete absence of Negro staff workers in the several agencies designed to meet veterans' problems, is serving in volunteer capacity or as consultant to those requiring his services.

Three specific problems confront the Negro worker as early victory abroad becomes more certain: (1) the cessation of war production and the loss of F.E.P.C. influence on employment policies of New Jersey plants; (2) wholesale lay-offs during reconversion and the kind and

extent of reemployment to follow (3) operation of union seniority rules which will recognize the prior claims of white veterans formerly employed in industry, but leave unserviced the Negro veteran who had little industrial status before induction.

That problem having to do with seniority rules, the Urban League recognizes as an inescapable part of labor union structure, working to the Negro worker's disadvantage for the moment, but giving assurance and security for the future as he moves inward and upward in American industry. Problems 1 and 2 are the immediate and pressing concern of this department of the League's work.

The secretary has been able to make direct contact with officials of nearly one hundred businesses during the year. In many situations repeat visits have been made in rendering required services and in securing data as part of a fact finding program. Several industrial plants requested assistance in meeting problems of absenteeism. Two of these situations, and treatment applied, deserve specific mention.

(a) Plant X invited the secretary to speak to 500 of its workers on the subject of poor production records and absenteeism. His acceptance of the invitation carried with it the suggestion that he be permitted to search for causes behind this poor record, and the suggestion was appreciated by management. The intensive study brought out these facts:

1) Segregation of white and Negro workers by departments of operation.
2) Frequent invasion of women workers' restrooms in the Negro departments by white male supervisors.
3) Calloused display of disrespect for Negro women by white male supervisors.
4) Summary discharge of a Negro girl who complained of these practices.
5) Use of obviously poor work techniques in jobs showing lowest production records.

On the basis of these findings and conferences between management and labor representatives, and the League secretary, the complaints were corrected, the production methods streamlined, and the Jim Crow plan eliminated. Production has taken a decided upturn and the tenseness of the plant atmosphere has cleared away.

(b) Negro workers who comprised the total night shift of Plant Y had declared their intention to "walk out." The League was summoned to avert the threatened strike. A hasty review of the situation and a talk with the moving spirits brought a promise of no overt action until all elements in the disagreement were considered. Innumerable visits to the plant, talks with the disgruntled men, and conferences with union representatives brought to light these factors directly responsible for the situation.

1) Low wage scale frozen in foundry operations by a strict interpretation of the Little Steel formula.
2) Blanket classification of semi-skilled operations in common labor category and wage scale.
3) General confinement of Negro workers to hardest, hottest, lowest-paid jobs.
4) Disinterest of union representatives in anyone but skilled white workers.
5) Favoritism or secret and insincere treatment by management of workers' grievances.
6) Dissatisfaction with physical working conditions and environment.

During several months of effort following conferences with WMC officials, management and labor representatives, the League secretary submitted a series of recommendations touching upon all legitimate complaints. Saw half of these recommendations accepted, and averted what would have been an unauthorized strike. Meantime the question of wage rates involved in this dispute affected as many as twenty employers engaged in the same industry, who in a conference on the subject declared it to be a matter beyond their control.

During the year the secretary was able to affect placement of the first Negro sales girl in a local department store, subsequently increased to three, placed a Negro investigator in a war-production plant to check on reasons for absenteeism, and secured openings for tool-

making apprentices in a shop desirous of training promising young Negro workers. With the approval of the League's executive board and industrial committee he voiced opposition to the introduction of alien labor into the area until there had been assurance that native-born Negro labor in other sections of the country were being utilized. At the close of the year responses from Urban League branches in other parts of the country were being received reporting upon the availability of employable Negro workers in their respective areas.

An important and time-consuming service being rendered by this department is that of vocational guidance for which the secretary is excellently equipped. Particularly is this service of great value to the increasing number of Negro war veterans who are returning to civilian life with the determination to escape the frustrating restrictions of menial occupations to which they had been limited prior to induction. In cases needing such service intensive study and counsel from the psychiatric casework angle is given.

Fact Finding

Fact-finding activities have revealed significant changes in the employment experiences of Negro workers in the north Jersey area. In 1935 Negroes represented but 3.6% of all workers employed by 361 Newark industries. In 1944, they were 10.2% of the workers in 90 industries representing a cross section of those embraced in the earlier study. In 1935, 41.8% of the 361 employers had no Negro workers whatever. In 1944, there are relatively few concerns with more than 25 workers on payroll, that have refused to employ Negro workers. (See table below.)

COMPARATIVE DISTRIBUTION AND PERCENTAGE OF NEGRO WORKERS IN NORTH JERSEY INDUSTRIES - *1935 and 1944

INDUSTRIES	NO. OF CONCERNS REPORTING					Total Employes - 1944		% Negro Employes	
	Newark Only	Essex Co. Incld'g Newark	West Hudson County	East Union County	Total Area	All Workers	Negro Wkrs	1944	*1935
A. Industrial Groups	90	152	80	52	284	88,775 177,6[illegible]4 133,036 44,[illegible]3 354,881	1,315 14,056 10,65[illegible] [illegible]	10.2 7.8 8.0	3.6 [illegible]
Manufacturing and Mechanical Industries	76	135	73	51	59	60,995 142,247 117,045 44,[illegible]53 3,[illegible]44	7,508 9,956 8,011 3,156 [illegible]	12.3 6.9 6.8 7.1 [illegible]	3.3 3.2 4.4 4.7 [illegible]

*Report of Negro Vocational Survey - 1935
ERA and N. J. Dept. Institutions and Agencies

This does not mean that discrimination in employment has been eliminated. It does mean that the practice has "gone underground." Token employment where a few Negro workers are accepted, placed in out of the way operations and forgotten, is being practiced by many employers. Segregation in departments and plant operations, confinement of Negro workers to distasteful tasks, by passing competent Negro workers in upgrading are some of the methods revealed by our investigations, resulting in poor relations, unsatisfactory production records, and general dissatisfaction of Negro workers where these conditions

exist Conversely, in every situation observed by us, where no differentials exist and Negro workers are accepted on merit there we have found excellent work records and good plant relationships

This almost universal experience of good race relationships going hand-in-hand with fair and decent employment practices is an emphatic refutation of the doleful predictions of that group of employers which resists every attempt to achieve industrial democracy It also provides conclusive evidence that the progressive plan of education to learn by doing' applies to the field of interracial relationships as elsewhere

Placement Work

With domestic placement almost non-existent and rigid manpower controls affected by the United States Employment Service the Industrial Relations department is able to report fewer job placements than ever. As an accommodation to women unacceptable to industry, the League has continued to place day-workers On a cooperative plan agreed upon between the League and U S E.S., referrals have been made to industry During the year the League has placed directly, thirty five males and 599 females, or a total of 634 workers

Our report for the year 1943 presented the story of the cooperative effort through which 20 000 folders were printed and distributed, calling attention of Negro workers to their responsibilities in job and public-relations This folder gained the attention of publishers of the Pittsburgh Courier, one of the outstanding national Negro newspapers, which was initiating a nation wide 'Good Conduct' campaign At their request the executive gave permission for use of the material and the Courier has reproduced this folder in 100 000 lots for distribution all over the country Full credit has been given the N J Urban League and the cooperating organizations who made the original printing possible

NEIGHBORHOOD DEPARTMENT

In April 1944 the League initiated this new department of work whose efficacy has been thoroughly established in other League cities A secretary was selected from an impressive list of highly trained candidates and was assigned to Urban League offices in Pittsburgh and St Louis for a period of interneship.

The function of this secretary is to organize natural neighborhood units of housewives to introduce interest-sustaining activities programs to initiate educational features in home-making child care civic interest and good citizenship This department also is gradually assuming responsibility for problem-case intake and processing Beginning in the Spring of the year the dual task of establishing community contacts and initiating unit organizations was accomplished during the excessive heat of the summer of 1944 Despite this handicap, contact was made with the social and civic agencies most directly concerned with the purpose of the department

Direct results of these contacts were designation of the secretary to membership on the executive committee of the Central Wards Community Council and to the Advisory Board of the Essex County Tuberculosis League She also took active part in O P.A Price Panel activities and the Public Service Nutrition classes In cooperation with the Division of Child Hygiene of the Newark Board of Health, she made home visits with nurses of this division for observation purposes

Neighborhood Units

Efforts directed toward organization of Neighborhood units received heartening responses The mid summer approaches to individual housewives and working women in the Hill section resulted in the formation of three distinct groups one centering on Kinney Street which later disintegrated through loss of three moving spirits a second on Hillside Place, and the third in Felix Fuld housing project

The latter units have continued their interest until this time The Hillside unit immediately embarked upon two projects The first accomplished through mobilization of teen-age youngsters in the neighborhood resulted in the removal of paper trash and other debris from the yards and streets of the neighborhood This in turn suggested the need for recreational outlet for the younger children of the neighborhood, which was met through the offer of a unit member of the use of her roomy basement as a game room A second member volunteered her time as game-room supervisor For many of these women the unit represented their first social contact with their neighbors, and immediately their program was designed to stimulate the spirit of neighborliness through incidental social outlet Meantime, talented members of the group are leading others in the development of needlework skills, from which many beautiful and useful articles are being created and will be displayed later in this year.

The Fuld Court unit also selected the "clean-up" theme as their first project Tenant maintenance in public projects requires the care of stairwells and entrance grounds by the tenants As may be expected of many who never previously had enjoyed decent housing, good housekeeping habits have not had opportunity to develop This unit therefore, accepted as its task the responsibility of setting an example for their project neighbors by initiating a program of good housekeeping. In this, they received the hearty cooperation of management A revival of the spirit of neighborliness was displayed in the joint preparation and donation of Thanksgiving baskets to needy families in the immediate neighborhood, and the promotion of a Christmas party for the project children

The assignment of a graduate student of Atlanta School of Social Work to the Urban League for her practice-work, gave this department much needed help in the Fall and Winter In addition to giving assistance in office detail and unit program activities, this worker devoted considerable time to personal contact work in the isolated Sherman Avenue District Unfortunately her project was not completed at the close of the year.

On the last of December, the secretary of this department resigned to join her husband in the South The League was able to make immediate replacement through the appointment of Mrs Marie L Wilson a trained home-economist, who, after the turn of the year, has been able to accelerate the program to a highly commendable degree

Summer Camp Inquiry

As reported earlier, the secretary was requested by the executive to assemble information on the camping facilities available to underprivileged Negro children. This inquiry disclosed a contradictory situation which presents a serious challenge to social agencies in the Newark area A policy of complete segregation prevails in all but Salvation

Army and Boy Scout camps. The operation of the Evening News camp fund which has been the cause of complaint for years, follows the line of segregating children who are school companions ten months of the year, by the arbitrary designation of the number of Negroes who may participate and the year by year quest for a place to send them Camps operated by Negro Y M C A s and Y W C A s offer much needed service to Negro children whose parents can afford the service or whose vacation may be subsidized by others, but relatively few of the more needy Negro children are provided with camping experience because of the Jim-Crow tradition in vogue.

Social and Community Service

Despite staff turnover and resulting gaps in knowledge of community problems and facilities, and despite vast changes in the economic circumstances in the Negro community, the League was the complaint and information center for an increased number of troubled people The Urban League is not equipped to provide caseworking service, nor does it become involved in situations which properly lie within the jurisdiction of other service agencies In the majority of situations the League function was that of clarifying and referring situations to the proper agency, as well as accepting referrals from public and private agencies where color-problems required a specialized type of counselling and guidance

During the year, seventy-four problem situations were considered by the Neighborhood secretary or the executive These cases are exclusive of the job-counseling interviews conducted by the industrial secretary as well as of routine inquiries for information, job applications and simple directions; representing rather those situations requiring prolonged interviews agency contacts and detailed advice Twenty-four field visits were required in the more pressing situations, nine cases were referred to public agencies for action, and twelve to private agencies Of the seventy-four cases handled thirty were referred by other citizens eight by private agencies and twenty-three public agencies and departments.

The following detailed reports are indications of the types of situations requiring attention.

(a) A discharged Negro veteran since release from the Veterans hospital has been seeking an apartment where he, his wife and child can resume a normal life After two years in the South Pacific where he received three wounds he has become very bitter in finding white only rental policies existing wherever there were apartment vacancies His approach to the League executive was antagonistic and cynical and repeated references were made to his island "fox-holes" and sacrifices, in return for which his city had only another fox hole in a public park to offer him He was encouraged to talk himself out - get it off his chest then led into a realistic approach to his situation and the race problem which weighed heavily upon him Meantime, the executive communicated with the War Housing Center and the Housing Authority to whom he was referred prepared each for the attitude that would be presented by him and interpreted certain aspects of his problem which he in his state of mind probably would not report objectively Within twenty four hours the veteran returned reported satisfactory solution of his problem and expressed gratitude to the executive for the revealing and calming influence of the interview and action taken

b Mrs X referred to the League by a friend, complained that the Army allotment from her husband had been stopped and she wanted help in having it restored She had been married to Private X for over four years but had been separated on and off for at least a year preceding his induction Interview extracted

the information that she had previously married while very young; had "been told" that her first husband had been killed in 1921 or 1922 while away on a construction job; and having had no word of him since, concluded she was free to remarry. On the basis of this information, Private X's cooling ardor prompted withdrawal of service allotment. The League directed inquiries to departments of vital statistics in two southern states and attempted to revive old contacts to secure verification of the first husband's demise. Failing to establish such verification, client was referred to a lawyer for advice on establishing legal claim to assets of the present husband.

(c) An interested neighbor called, reporting elderly woman, in poor health, living with two grandchildren, both under three years of age, in an abandoned factory building. Investigation disclosed a state of indescribable poverty and filth, with grandmother and children without food for two days and snuggled in bed for warmth. Facilities were "sub-leased" to the family group by the only other occupant of the building, a Negro man. Mother of the children, worker in a defense plant, had deserted the week previously, depriving the family of its only means of support. League workers delivered food, clothing and fuel immediately; secured emergency relief from Department of Public Welfare; made futile attempt to trace the deserting mother; and referred case to Social Service Bureau for treatment.

During the holiday season, and throughout the year, the League has received and distributed articles of clothing to needy clients. As a participant in the Neediest Stocking program sponsored by L. Bamberger & Company, twenty children on League lists received gifts. Needlework Guild and Salvation Army also contributed to the holiday happiness of League clients.

Clinic and Assembly

Although the main office in the League building offers the only space available for group gatherings, it has been in full use for this purpose during the year. On Thursday afternoons, it serves as the assembly room for mothers and babies attending the Baby-Keep-Well Station of the Newark Board of Health. The attached clinic room served a total of 709 babies, in addition to 223 completed immunizations and 210 completed vaccinations administered during the year. For evening assemblies, the League served six groups which met regularly, from month to month, and one group which met but once. In a total of 54 separate gatherings, an aggregate attendance of 1236 was recorded.

Phyllis Wheatley Home

Better job opportunities and tightening housing restrictions were responsible for less turnover in Phyllis Wheatley tenancy. For the first time in years there have been no vacancies available for transient cases or relief shelter, nor have there been requests for such service. An average of 13.5 tenants has been maintained during the year, with facilities for fourteen being our maximum.

Conclusion

Frequently, in the conduct of our activities, we are asked, "Don't you get terribly discouraged in the job you're doing?", or "Do you really believe there is any hope?"

In presenting this report, we believe we review experiences which, in their recounting, minimize the discouragements that may then have attended our efforts, but which "accentuate the positive" by presenting

such gains as have been made. There are discouragements, many of them, in the routine problems of staff turnover and budget limitations. Add to these the peculiar, contradictory and irrational problems of "race" and aggravate them by the heightened suspicions and resentments of both racial groups, growing out of war tensions and the conflicting contentions of both, and you have an explosive composition that will try one's nerves, energies and spirit to the breaking point. Yes, we do become discouraged! Yes, we do have hope!

We become discouraged, more by the indifference and thoughtlessness of people of good will, than by the antics of the reactionary and "race-baiting" elements who resist any change. We know that people of good will are in the majority. It is the failure of that majority to implement its beliefs; the indifference of that majority to those who need its good will; the lethargic willingness of that majority to let others carry unaided the task of achieving a working democracy, which is our country's greatest danger. It is with this that we become discouraged. But we still preserve hope that this majority will awaken; and faith in the ultimate victory of that awakened force.

There are skilled workers galore who could direct their talents to the alleviation of the many racial problems existing in North Jersey. Those talents demand a price which Newark has been unwilling to pay. Such is the story of our staff limitations and turnover. The problems which will attend reconversion to peacetime production, return of veterans and readjustment to the tempo of peace, will certainly present new and serious challenges to the Urban League. How well we shall be able to meet these challenges will depend in large measure upon the interest and the support the League will receive from sympathetic citizens of the community.

Acknowledgment

The load has been made lighter all the way by the friendly cooperation extended to us by the personnel of sister agencies, public and private. From the press which, with but few exceptions, has been friendly and helpful; from the clergy and from many public school, library and city officials, we have received great encouragement and help. To all of them, we express our deep gratitude. We wish to thank officials of the Welfare Federation and Welfare Council for help extended in recognition of our work, and the several interracial groups whose sincere and effective activities have made valuable contributions toward attainment of goals which are our mutual objective. Particularly to the busy, responsible members of the League Executive Board do we of the staff extend our sincere thanks. Without their steadying hands, sage counsel and constant encouragement, we could not have endured.

TREASURER'S REPORT

COMPARATIVE STATEMENT OF INCOME AND EXPENDITURES

December 31, 1943 and 1944

	January 1, 1943 to December 31, 1943	January 1, 1944 to December 31, 1944
INCOME:		
Welfare Federation of Newark, N. J.	$ 8,009.88	$12,126.96
Phyllis Wheatley Home	2,148.25	2,232.50
Clinic Rental	300.00	250.00
Assembly Rental	61.00	151.00
Donations and Membership	466.30	140.60
Apartment Rental	385.00	420.00
TOTAL INCOME	$11,370.43	$15,321.06
ADMINISTRATIVE AND OVERHEAD EXPENSES:		
Salaries	$ 7,337.01	$11,182.07
Conferences and Conventions	239.24	224.99
Publications and Subscriptions	32.50	58.74
Telephone	389.22	465.25
Traveling Expenses	183.40	497.98
Postage	133.81	131.38
Dues	170.00	21.50
Stationery and Printing	212.07	263.23
Bank Service Charges	11.35	6.50
Relief	23.35	8.92
Fuel	449.37	549.25
Gas and Electric	523.04	478.48
Water	61.49	69.06
Repairs	96.99	72.05
Insurance	156.14	160.29
General Supplies	213.78	198.19
Laundry	98.97	138.70
Annual Meeting	—44.50	32.49
Miscellaneous Expense	35.16	27.46
Office Supplies	66.94	58.30
Audit	45.00	50.00
TOTAL ADMINISTRATIVE and OVERHEAD EXPENSES	$10,434.33	$14,694.83
EXCESS OF INCOME OVER EXPENDITURES	$ 936.10	$ 626.23

Respectfully submitted,

JAMES B. PARKS, D.D.S.
Treasurer

THE URBAN LEAGUE

NEEDS YOUR HELP

- - its Neighborhood Department can use volunteers who possess special skills

- - its Industrial Department needs sponsors for preparation of much needed educational pamphlets and bulletins

- - its Executive Department needs the services of socially-minded women, of all races and creeds, to develop to the fullest its newly-formed Women's Auxiliary

- - its Executive Board needs the financial help of all interested persons in order that staff and program needs may be met

- - its entire League family needs your moral support and encouragement for the exacting tasks that lie ahead.

WILL YOU USE THE BLANK BELOW TO INDICATE YOUR INTEREST?

(Detach and mail with your check)

I hereby { REMIT / subscribe } $.....as Membership contribution to the work of the Urban League.

Name .....

Address .....

City ..... Phone.....

(Make checks payable to NEW JERSEY URBAN LEAGUE)

Contributions are deductible from income taxes